



EQUIFAX[®]

Equifax Gender Pay Gap Report

2023

At Equifax UK, helping people live their financial best is at the heart of everything we do. We believe that embracing and sustaining an inclusive workplace, where all contributions and perspectives are valued, creates an employee experience where everyone belongs, helping us deliver the best products and services to our customers.

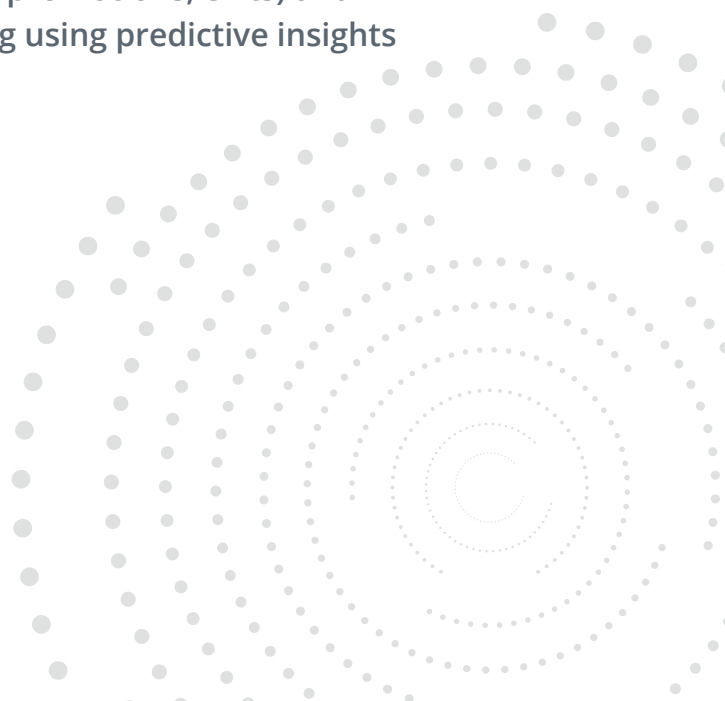
We continue to promote an open, transparent, respectful and accountable environment in our treatment of employees.

Gender pay reporting regulations continue to keep us on track to achieving our goals of equality within our business. It also gives us the opportunity to share our record of progress to reinforce our commitment to reducing the gaps reported.

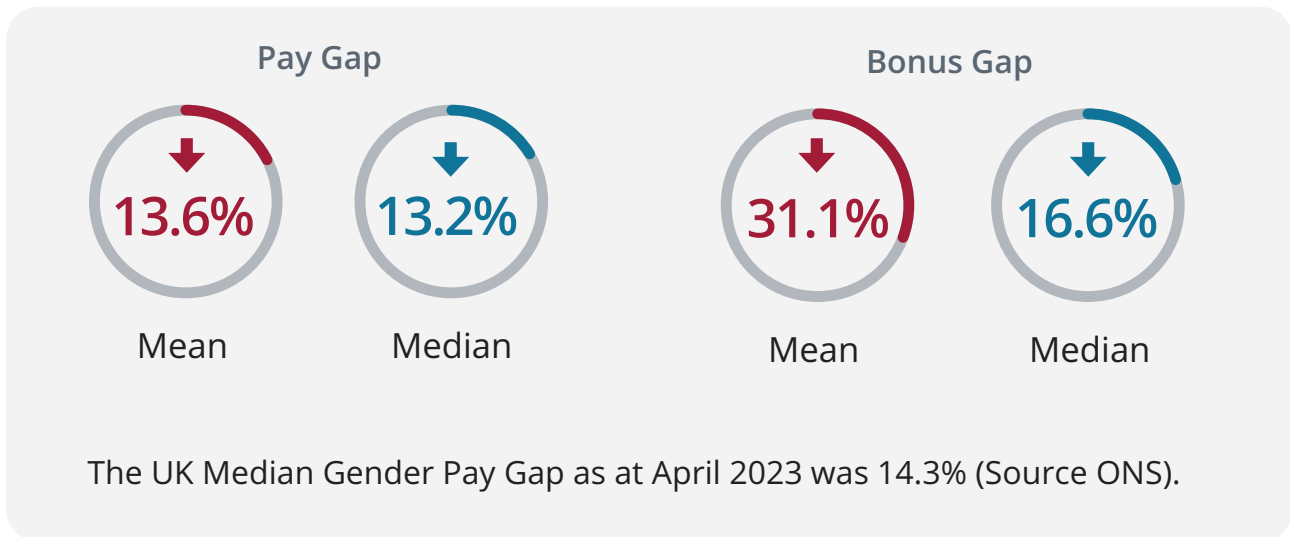
In March 2024 Equifax partnered with Gapsquare who provide analytical services that will help Equifax better identify WHAT the gaps are, WHY and WHERE the disparities exist and help us focus our efforts to CLOSE the gaps.

We will proactively monitor our pay activities through an ongoing process, not a one-off exercise, which will allow Equifax to:

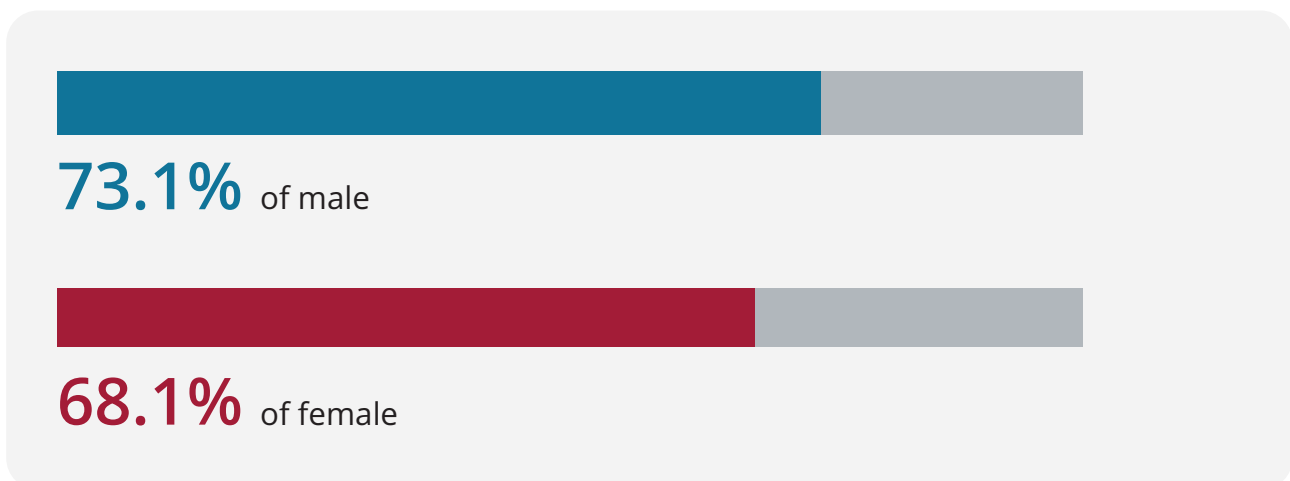
- 1. Instantaneously identify any pay inequities across the Company, all while investigating opportunities for remediation and systemic root causes for discrepancies**
- 2. Continuously monitor pay equity progress in real-time as changes to compensation occur (i.e. through new hires, promotions, exits) and deliver on long term representation planning using predictive insights**



The following shows our 2023 results, the arrows indicate the trend since 2017:



The proportion of males and females receiving bonus payment

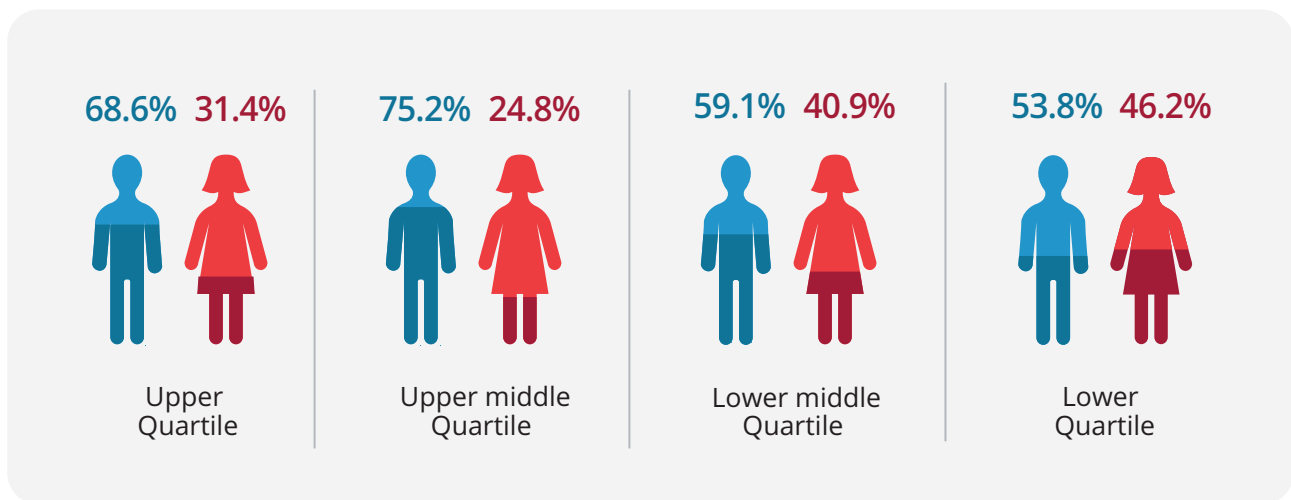


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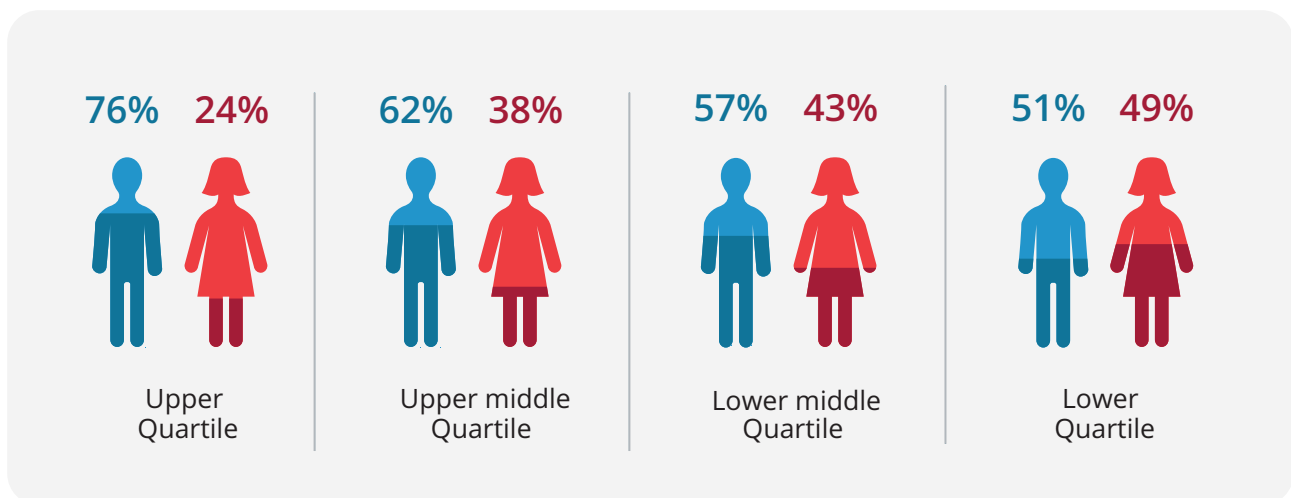
Although we are making progress closing the gender pay gap it is our workforce profile that is the most significant driver of our gap.

The following illustrates that upper quartile roles that typically pay higher than other roles across Equifax and also attract higher bonus payments are still occupied by a majority of men; this in turn creates the gender pay gap highlighted.

2023



2017



35.9% of Equifax employees are female.

In April 2024 we will be launching our five Power Your Possible Principles that will make a commitment to improve our female (and all other) employees' experience at Equifax.

These principles will be underpinned by our commitment to remove the Gender Pay Gap by:

1. Conducting regular Pay Equity reviews and identify and remove any unexplained gaps
2. Examining bonus and incentive payments to understand any gender gaps
3. Continuing to strive for a 50/50 split of women and men in leadership roles
4. Never compromising on a recruitment process that strives to ensure females are interviewed for every role we have
5. Ensuring that our policies create a respectful and inclusion culture and remove barriers for females to reach their full potential
6. Remaining committed to becoming more transparent about our pay philosophy
7. Continuing to give females the opportunities to learn and develop so they can have rewarding and meaningful careers with us



